

State Government tenders include a Social Procurement benefit with set targets to be achieved by contractors. It is an initiative under the Victorian Industry Participation Policy (VIPP). This document offers a pathway for either Prime or Subcontractor companies that have metal welding within its business activity, to reach these Social Procurement (SP) targets.

## Overview

Both Prime contractors and its SMEs can execute one of two pathways to meet VIPP hurdles.

### Pathway 1

Requires an organisation to recruit from within its existing staff to take up welding employment. This recruitment has no bias to gender or age. Those jobs that are now vacant are back filled with Disadvantaged Employees from outside the organisation.

*Advantages:* this pathway lowers risk in the organisation's value added tasks and opens diversity employment to the disadvantage. VIPP hurdle rates are met for both Vocational Employment and Disadvantaged Employment.

*Disadvantage:* the unknown number of existing staff willing to move into welding space affects low risk backfill employment numbers.

### Pathway 2

An organisation directly recruits contract approved candidates form a pool of Disadvantage Employees for specific welding tasks.

*Advantage;* Vocational Employment hurdles are met.

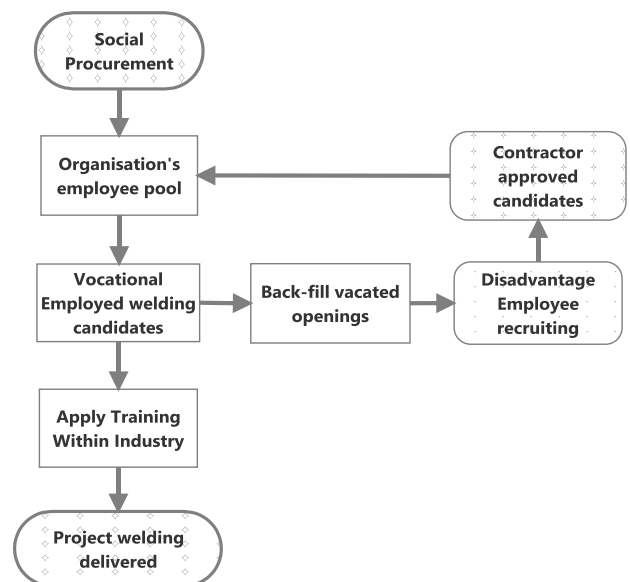
*Disadvantage;* no open opportunities for low risk backfill employment.

## HOW IT WORKS

The key pathway for success comes via learning welding skills. Traditional methods require institutions to deliver generalist welding skills and then adaptation is applied once candidates are in an organisation.

Icarus Learning's approach is to have the organisation deliver the skills directly to the candidate. Candidates are 100% remotely monitored for a set period of time to ensure welding consistency. In short, the welding candidate is only skilled to deliver what the organisation needs.

By streamlining the time to welding effectiveness the organisation has a pathway to met VIPP hurdles.



If the Prime contractor and its supply chain SME's collaborate in either pathway, VIPP hurdles can be exceeded.